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Montana State Occupational Information Coordinating Committee

MONTANA SOICC

Post Office Box 1728
Helena, Montana 59624
(406) 444-2741

Summer, 1987
Volume Five - Number One

MONTANA SOICC NEWSLETTER

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Get the MAX out of Career Guidance Information!

Thanks to everyone who participated in the three Improved Career Decision Making (ICDM) workshops this spring!!!

The ICDM program trains counselors to help individuals make career decisions based on the best available state and national labor market data and resources. In addition, the program is designed to promote greater cooperation between school counselors, colleges, job training programs, Job Service offices, vocational rehabilitation programs, and the producers and users of labor market information.

A high school counselor who attended one of the workshops wrote the following:

> "The ICDM workshop was an enlightening experience for me. At my school, we have become so tied up with dealing with suicide, chemical abuse, child abuse, and family problems that we have lost sight of the fact that the majority of our students are only peripherally affected by these issues. As a result, and because of time constraints, most of our time is spent on these issues and the bulk of our student body is left with minimal career planning guidance.
>
> The ICDM workshop has given me many ideas which I think I can implement into our guidance program. In order to make these ideas a reality, some fairly drastic changes in our delivery system will need to occur. However, these changes must happen so that we can better serve the needs of our student population. My general objective is to better provide career planning guidance to the students at my school."

The Montana SOICC is in the process of contracting with the Office of Public Instruction for another grant to provide ICDM workshops during 1987-88. Plans are to offer one workshop in the fall of 1987, and three workshops during the spring of 1988.

Anyone interested in improving their knowledge of available labor market information is welcome to attend these workshops. The workshops are free, but travel and subsistence funds must be paid by the attendee or their representing agency.

If you are interested in receiving more information about the upcoming ICDM workshops, please return the coupon on the back page of this newsletter.

Occupational Crosswalks Available

Occupational information is collected by many different government agencies, using different classification systems. To facilitate the use of data from these sources, the National Occupational Information Coordinating Committee (NOICC) has supported the development and maintenance of a crosscoding instrument called a crosswalk. It shows the relationships among the major classifications used by state and federal agencies that collect data on education and occupations.

The crosswalk database is maintained and updated by the National Crosswalk Service Center (NCSC), operated by the Iowa State Occupational Information Coordinating Committee. The NCSC, established in 1983, provides products, services, and technical assistance in the use of the crosswalk and the classifications.

WHO CAN USE THE NCSC?

Agencies encouraged to use the NCSC crosswalk are government agencies, universities, vocational rehabilitation organizations, developers of occupational and career information delivery systems, research institutes, corporations, and other public and private organizations and individuals.

WHAT CAN THE CROSSWALK BE USED FOR?

Resources can be used for:

- Managing vocational education and job training programs
- Planning new training programs
- Developing curricula for competency-based programs
- Counseling and career development
- Personnel administration
- Economic development
- Research

WHAT INFORMATION DOES THE CROSSWALK CONTAIN?

The NOICC crosswalk is based on several state and federal crosscoding instruments. It was developed initially for matching vocational education programs with related occupations, but it has many other applications. The current crosswalk tape contains information from these systems:

- Dictionary of Occupational Titles (DOT):
  - Specific Vocational Preparation (SVP)
  - Physical Demands
  - Working Conditions
  - Temperaments
  - Aptitudes
  - Materials, Products, Subject Matter, and Services (MPSMS)
  - Work Fields-Machines, Tools, Equipment, and Work Aids (MTEWA)
  - DOT Industry
- Guide for Occupational Exploration (GOE)
- Occupational Employment Statistics (OES)
  - OES Survey
  - OES Survey-Based Industry/Occupation Matrix
- 1980 Standard Occupational Classification (SOC)
- 1980 Census
- Classification of Instructional Programs (CIP)

Archived items also available for use are:

- 1970 Census
- United States Office of Education Codes
- OES Census-Based Matrix
- DOT-Based Cottle Bi-Polar Interest Factors

WHAT INFORMATION CAN THE NCSC PROVIDE?

The NCSC provides crosswalk products and services to SOICCs and other public and private organizations. It currently offers:

- All NOICC master crosswalks
- Bureau of Labor Statistics (BLS) crosswalks
- Occupational Employment Statistics (OES) crosswalks
- Dictionary of Occupational Titles (DOT) and Standard Occupational Classification (SOC) manuals
- SOC Career Profiles (updated version of the Classification Structures for Career Information)
- Technical assistance in the use of the crosswalk and classification systems
- Standard reports (commonly used computer sorts) from the crosswalk and the SOC Career Profiles
- Copies of data tapes or print tapes
- Downloading of selected data files from mainframe to microcomputer media and uploading from micro to mainframe computer media

The NCSC is responsible for ensuring that the crosswalk includes the latest version of the classifications, and for examining changes to the classifications and their relationship to other systems to keep the crosswalk accurate and up-to-date.

HOW CAN THE CROSSWALK BE USED?

Because it is computerized, the crosswalk database is very flexible. Information can be selected and organized to suit a wide variety of user needs. Reports can include items from a single resource in the database or from several different resources. For example, the crosswalk can be used to produce an index of 1980 Census occupations in alphabetical order by title or numerical order by code. Or one can obtain a report that shows which programs offer training for a particular occupation.

Data items can be organized, or sorted, into major categories, with sub-groups that make the information easier to find and use. For example, occupations related to a particular training program could be grouped by their required mathematics and language levels. NCSC staff help users determine which resources best meet their needs and how the items they select can be organized for efficient use.

For more information on cost and availability of information for projects that NCSC could help you with, call NCSC staff at (515) 281-6356, or write them at the National Crosswalk Service Center, 200 Grand Avenue, Des Moines, IA 50309.

MONTANA
naturally inviting

The New INFORMATION Age

Just 25 years ago, John F. Kennedy was president of the United States, the space race was on, we were into the upbeat sixties, the industrial age was at its height, and we were discovering the computer.

We are now entering the new Information Age. Many uncertainties cloud images of our future, but we can sense what differences the new Information Age is already beginning to make in our work lives.

Changes in occupations in all labor sectors are occurring rapidly. Some high tech changes predicted for the future in specific labor sectors are:

Construction - Move much of the actual material preparation and pre-assembly to the factory, substituting computer-integrated manufacturing for on-site labor.

Transportation - Reduce transportation cost by use of telecommunication devices; computerize everything from clerical details to airline piloting.

Financial Services - Consolidate and computerize all information work.

Manufacturing - Integrated automation makes possible production-on-demand, boosting quality and reducing cost.

Trade - Use of electronic sales and ordering, providing products cheaper and boosting customer convenience.

Services - Set up new systems to take advantage of artificial intelligence/ expert systems and basic computer/communication capabilities to transact business and to entertain, lowering costs and improving services.

CHANGES THROUGH THE AGES

	AGRICULTURAL AGE	INDUSTRIAL AGE	INFORMATION AGE
Defining technology	Craftsmen	Clock	Instruction-based systems
Strategic resource	Raw materials (seeds,water,soil)	Capital (money)	Ideas (minds)
Transforming resource	Natural energy (sun)	Processed energy (coal,electricity)	Synergy (minds working together)
Product	Food	Mass-produced items	Information
Organizing principle	Seasons	Product design	Inflow (information flow)
View of time	Cyclical	Steadily onward	Multiplexed
Communication	Conversation (transfer ideas locally)	Face-to-face conference (transfer ideas by transporting people)	Teleconference (transfer ideas by by transmitting images)

According to U.S. News & World Report, high tech fields will offer 1.7 million new jobs nationally in the coming decade. High tech industries will employ approximately 7.7 million out of a work force of 123 million. Areas with the strongest demand include:

Robotics
Use of robots in manufacturing & other repetitive or hazardous jobs will create opportunities for:
- Programmers
- Engineers
- Electricians
- Systems Analysts
- Salespersons
- Repairers

Medical Technology
Use of lasers, artificial organs, nuclear medicine, & new sources of diagnosis & therapy will create opportunities for:
- Health Care Technicians

Telecommunications
Voice-data & satellite communications combined with telephone & computer technologies will create opportunities for:
- Experts who understand communications and computer systems

Fiber Optics
Pulses of laser light through glass fibers (replacing electricity through copper cables) will create opportunities for:
- Engineers
- Technicians
- Scientists

Electronics
Physics dealing with emission behavior & effects of electrons will create opportunities for:
- Electrical, Mechanical, & Industrial Engineers & Technicians
- Mechanics & Assemblers

CAD/CAI
Computer aided design & computer aided imaging will create opportunities for:
- Designers with computer skills

The Montana Micro-OIS shows the following Montana information:

OCCUPATIONS	AVERAGE OPENINGS PER YEAR (to 1990)	*GROWTH 1984-1990	SUPPLY/DEMAND
Health Professionals, Techn.	42	Faster/Avg.	Oversupply
Computer Programmers & Aides	40	Average	Oversupply
Drafters	21	Slower/Avg.	Oversupply
Electricians	19	Decline	Undersupply
Systems Analysts	17	Faster/Avg.	Undersupply
Industrial Electronics Repairers	15	Little Change	Oversupply
Electrical/Electronic Repairers	14	Average	Oversupply
Civil Engineering Technicians	10	Slower/Avg.	Oversupply
Electrical & Electronic Technicians	9	Slower/Avg.	Oversupply
All Other Electrical Mechanics	8	Slower/Avg.	Undersupply
Electrical, Electronic Assembler	7	Rapid Growth	Undersupply
Engineering Techn.	5	Decline	Oversupply
Mechanical Engineers	5	Slower/Avg.	Oversupply
Engineers	3	Slower/Avg.	Oversupply

*** Growth between 1984 and 1990:**

If the statement reads . . .	Employment is projected to . . .
Rapid change	Increase 31 percent or more
Faster/Avg.	Increase 20 to 30 percent
Average	Increase 11 to 19 percent
Slower/Avg.	Increase 4 to 10 percent
Little Change	Increase or decrease 3 percent or less
Decline	Decrease 4 percent or more

SOURCES: U.S. News & World Report, Connecticut SOICC, Occupational Outlook Handbook, Futurist Magazine, Montana Micro-OIS

KALEIDOSCOPE

Kaleidoscope of Careers is a new video presentation developed for high school and middle school users. The set of five half-hour videotapes presents occupational and educational information for a total of 200 occupations.

Each occupation is defined and shows workers performing on the job so that students will get a realistic view of a typical workday. "Rap" music introductions to the clusters are used to grab junior and senior high students' attention.

Kaleidoscope of Careers is an excellent video companion to the Occupational Outlook Handbook and career information delivery systems. A user manual with curriculum suggestions comes with the videotape set.

The tapes are available on VHS or Beta format. The only equipment necessary is a VCR and monitor.

Kaleidoscope of Careers cost is $90 for the set of five tapes and the user manual.

If you are interested in ordering **Kaleidoscope of Careers**, please fill out the order form below and mail to the Montana SOICC with your check made payable to the ACE Distribution Service.

KALEIDOSCOPE OF CAREERS
Order Form

Kaleidoscope of Careers consists of five videotapes with occupational information and a curriculum guide.

SETS ORDERED:

Number of tape sets ordered ___ Amount Paid $___ VHS Format ___ Beta Format ___

Cost: $90 per set. (If you wish to order more than 100 sets, please call the Montana SOICC at 444-2741 for information on quantity discounts.)

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ORDERING AGENCY: SEND TAPES TO:

Montana SOICC
P.O. Box 1728
1327 Lockey
Room 213
Helena, MT 59624
Phone: (406) 444-2741
Contact Person: Bob Arnold

Name _____
Address _____
_____
_____
_____
Phone: _____

(Attach an additional sheet with address information if this is a multiple order.)

****

Orders must be paid in advance. Do not include sales tax. Make check payable to ACE Distribution Service.

Return this form and your check to: **KALEIDOSCOPE**
Montana SOICC
P.O. Box 1728
Helena, MT 59624

Resource Guide for LMI

The National Occupational Information Coordinating Committee (NOICC) has developed a text for college courses in career development for counselors-in-training. Called "Using Labor Market Information in Career Exploration and Decision Making: A Resource Guide", the book's authors include Norman Gybsers, Harold Goldstein, Robert Bhaerman, and Carl McDaniels. Six chapters cover a wide range of topics:

- Understanding career development and the use of career and labor market information in career counseling
- Understanding the labor market
- Exploring labor market information sources and systems
- Exploring labor market information resources and products
- Using labor market information in career counseling
- Developing a professional plan of action

Each chapter includes suggested activities for instruction and for personal development.

"Using Labor Market Information" is available from the publisher, Garrett Park Press, P.O. Box 190F, Garrett Park, MD 20896. Price: $14 prepaid; $15 billed. Orders from individuals should be prepaid. Orders from institutions should follow normal purchasing procedures.

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Improved Career Decision Making

YES, I am interested in more information about the Improved Career Decision Making (ICDM) Workshops for 1987-88. Please send information when available for:

☐ Fall 1987 ICDM Workshop

☐ Spring 1988 ICDM Workshops

Name _____ Title _____

Address _____ Phone _____

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Send coupon to:
Montana SOICC
P.O. Box 1728
Helena, MT 59624

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Kate Kahle, Editor
Montana SOICC Newsletter
Volume Five - Number One

Robert N. Arnold, Program Officer
Montana SOICC

If you would like to contribute to this newsletter, contact the Montana SOICC at P.O. Box 1728, Helena, Montana 59624. The Montana SOICC reserves the right to edit all information submitted.

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575 copies of this newsletter were produced at an individual cost of 14¢, for a total cost of $80.96, which includes $37.21 for printing and $43.75 for distribution.

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